

Europe



# SUSTAINABLE DEVELOPMENT AND CSR

## >> These challenges transcend borders

Often decided and driven by the central level, sustainable development and CSR policies apply to the company's entire sphere of influence, irrespective of nationality. Members of the European works council (EWC) must be able to play their role as leading interlocutors because their analysis is an impetus for action for employees and their representatives. Syndex can help them in this regard.

## WHY ANALYSE CSR ON A TRANSNATIONAL SCALE?

THE TRANSNATIONAL DIMENSION BRINGS SEVERAL PROBLEMS ON A SOCIETAL LEVEL TO THE FORE: EQUAL PAY, EXTENSIVE SHOP OPENING TIMES (SUNDAYS, NIGHTS, ETC.), PUBLIC HEALTH-RELATED ISSUES, DEALING WITH CORRUPTION, TAX HAVENS, ETC.

These issues are equally controversial challenges about which employee representatives must be informed to anticipate their potential impact on the company's business and on its employees.

Analysing the supply or logistics (suppliers, subcontractors, etc.) chain takes on its full meaning in a cross-border perspective, considering that the traditional production processes and services supply links are bursting. Identifying the contractor's responsibility is essential for fundamental, social and environmental rights to be respected, as well as for occupational health.

**Our experts will support you during this strategic anticipation mission.**

## A CSR ANALYSIS IS THE OPPORTUNITY TO...

### Use management's CSR commitments...

... To influence the setting of remunerations, working conditions and the quality of work life.

### Take charge of new issues in the social dialogue

Non-discrimination and equality, climate change, corporate controversies involving your company, conserving natural resources, responsible investment, respecting freedom of association, due diligence, etc.

### Take part in the dialogue organised by your company's management with external stakeholders

Public authorities, NGOs, local associations, etc.

By helping you fully understand these issues that weigh on the future of business lines and jobs in your organisation, the CSR analysis will help you have a clearer understanding of the challenges facing your company as well as its strategy.

## OUR OFFER

Our SD-CSR offer may fall within three spheres of work.

### ► INFORMING AND CONSULTING WITH THE EWC

Support for all questions pertaining to the company's strategy (restructuring, outsourcing, subcontracting, methods of production, etc.).

In companies of over 500 employees (2014 directive on non-financial information): comparative analysis of the working conditions between the different countries of operation; analysis of the social and environmental impact, equality, human rights and corruption.

### ► SPECIFIC MISSIONS

Support in following up on agreements, analysing the change in employment and skills as part of ecological transitions.

### ► CUSTOMISED TRAINING COURSES

Courses last between two hours to two days. They will provide you with an introduction to CSR challenges and methods.

#### Three levels of CSR analysis in the company

Analysing CSR reporting

Analysing CSR commitments

Analysing CSR management system

Complexity

## WHY CALL ON SYNDEX?



### To help you build a social dialogue in step with the challenges facing your company

Syndex offers support in analysing your company's deals, its economic activities, its corporate policy, and the societal and environmental challenges that may affect its organisation.



### To benefit from the skills of an experienced firm

A dedicated European team and specialists from different countries figure out the appropriate strategy for a group or how it is broken down in one of its subsidiaries or on one of its sites.



### To provide you with support that is in line with your needs

Our work is based on a mutually decided approach, based on your situation, on objectives you have defined, as well as on your challenges: missions for employee representatives at the European, national and local levels, theme-based training courses and negotiations training workshops...

Consult our offers >> [contact@syndex.eu](mailto:contact@syndex.eu) - [www.syndex.eu](http://www.syndex.eu)

**€50 MN**  
IN TURNOVER

**6**  
ESTABLISHMENTS  
IN EUROPE

**2100**  
MISSIONS PER YEAR  
FOR EMPLOYEE REPRESENTATIVES

**1**  
TRANSLATION OFFICE

BRUSSELS - BUCHAREST - LONDON - MADRID - PARIS - WARSAW